



Department of Defense

DIRECTIVE

October 31, 1994
NUMBER 5124.5

DA&M

SUBJECT : Assistant Secretary of Defense for Force Management Policy (ASD(FMP))

References: (a) Title 10, United States Code
(b) DoD 5025.1-M, "DoD Directives **System** Procedures?" December 1990, authorized by DoD Directive 5025.1, June 24, 1994
(c) DoD Directive 8910.1, "**Management** and Control of Information Requirements," June 11, 1993

A. PURPOSE

Under the authority vested in the Secretary of Defense by Sections 113 and 138 of reference (a), this Directive establishes the position of **ASD(FMP)**, with the responsibilities, functions, relationships, and authorities as described herein.

B. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (**OSD**), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Unified Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities (hereafter referred to collectively as "the DoD Components").

C. DEFINITIONS

1. Reserve Components. Refers collectively to the Army National Guard of the United States, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard of the United States, Air Force Reserve, and Coast Guard Reserve, when the Coast Guard is operating as a Service of the Department of the Navy.

2. Total Force. The organizations, units, and individuals that comprise the Defense Department's resources for implementing the national security strategy. It includes DoD Active and Reserve military personnel, military retired members, DoD civilian personnel (including foreign national direct- and indirect-hire, as well as non-appropriated fund employees), contractor staff, and host-nation support personnel.

D. RESPONSIBILITIES AND FUNCTIONS

The ~~Assistant Secretary~~ Assistant Secretary for Force Management Policy is the principal staff assistant and advisor to the Under Secretary of Defense for Personnel and Readiness (**USD(P&R)**) and the Secretary and Deputy Secretary of Defense on all matters relating to the management and well-being of military and civilian personnel in the DoD Total Force structure. In this capacity, the **ASD(FMP)** shall:

1. Develop policies, plans, and programs for:

a. Military and civilian personnel management, including recruitment, education, career development, equal opportunity, compensation, recognition, discipline, and separation of all DoD personnel, both military (Active, Reserve, and retired) and civilian.

b. The quality of life of DoD personnel and their dependents, including family support, chaplaincy, allowances, transition assistance, community services, and dependent education.

c. DoD morale, welfare, and recreation programs and supporting non-appropriated fund revenue-generating programs including commissaries and exchanges.

2. Participate in those planning, programming, and budgeting activities that relate to assigned areas of responsibility.

3. Serve on boards, committees, and other groups pertaining to assigned functional areas and represent the Secretary of Defense on personnel and compensation matters outside of the Department.

4. Perform such other functions as USD(P&R) and the Secretary of Defense may prescribe.

E. RELATIONSHIPS

1. In the performance of assigned functions and responsibilities, the ASD(FMP) shall serve under the authority, direction, and control of the USD(P&R) and shall:

a. Report directly to the USD(P&R).

b. Exercise authority, direction, and control over:

(1) The Director, Defense Commissary Agency.

(2) The Director, DoD Education Activity.

(3) The Director, DoD Civilian Personnel Management Service.

(4) The Director, Armed Forces Chaplains Board.

(5) The Commandant of the Defense Equal Opportunity Management Institute.

(6) Such other subordinate officials as may be assigned.

c. Provide policy guidance and management supervision for the U.S. Military Entrance Processing Command, Defense Activity for Non-Traditional Education Support, and the Armed Forces Professional Entertainment Program.

d. Coordinate and exchange information with other OSD officials, Heads of the DoD Components, and Federal officials having collateral or related functions.

e. Use existing facilities and services of the Department of Defense and other Federal Agencies, whenever practicable, to avoid duplication and to achieve maximum efficiency and economy.

2. Other OSD officials and the Heads of the DoD Components shall coordinate with the **ASD(FMP)** on all matters related to the responsibilities and functions cited in section D., above.

F. AUTHORITIES

1. The **ASD(FMP)** is hereby delegated authority to:

a. Issue DoD Instructions, DoD Publications, and one-time **directive-** type memoranda, consistent with DoD 5025. 1-M (reference (b)), that implement policy approved by the Secretary of Defense in assigned fields of responsibility. Instructions to the Military Departments shall be issued through the Secretaries of those Departments. Instructions to Unified Combatant Commands shall be communicated through the Chairman of the Joint Chiefs of Staff.

b. Obtain reports, information, advice, and assistance, consistent with DoD Directive 8910.1 (reference (c)), as necessary to carry out assigned functions.

c. Communicate directly with the Heads of DoD Components. Communications to the Commanders of the Unified Combatant Commands shall be transmitted through the Chairman of the Joint Chiefs of Staff.

d. Communicate with other Government officials, representatives of the legislative branch, members of the public, and representatives of foreign governments, as appropriate, in carrying out assigned functions.

2. Other authorities specifically delegated by the Secretary of Defense are in the enclosure.

G. EFFECTIVE DATE

This Directive is effective immediately.


John M. Deutch
Deputy Secretary of Defense

Enclosure
— Delegations of Authority

DELEGATIONS OF AUTHORITY

Pursuant to the authority vested in the Secretary of Defense, and subject to the authority, direction, and control of the Secretary of Defense and the USD(P&R), and in accordance with DoD policies, Directives, and Instructions, the ASD(FMP) is hereby delegated authority to:

1. Act for the Secretary of Defense in conducting a review of the military compensation system.
2. Issue DoD issuances pertaining to the management of commissioned officers that are required to be issued by the Secretary of Defense under pertinent Sections of Title 10, U.S.C., including those added by Public Law 96-513, "Defense Officer Personnel Management Act," December 12, 1980, as amended by Public Law 97-22, "Defense Officer Personnel Management Act Technical Corrections Act," July 10, 1981, except when such delegation is specifically prohibited.
3. Act for the Secretary of Defense to approve or disapprove recommendations for the Secretary of Defense Award for Productivity Excellence.
4. Act for the Secretary of Defense to review and approve procedures established by the Secretaries of the Military Departments for the correction of military records under the authority of Section 1552 of 10 U.S.C.

The ASD(FMP) may redelegate these authorities, as appropriate, and in writing, except as otherwise provided by law or regulations. These delegations of authority are effective immediately.